

## **Equal Employment Opportunity Policy**

This is to affirm the South Dakota Public Broadcasting (SDPBS) policy for providing Equal Opportunity to all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity/Affirmative Action laws, directives, and regulations of federal, state and local governing bodies or agencies.

SDPBS will not discriminate against or harass any employee or applicant for employment because of race, creed, religion, national origin, sex, disability, age, marital status, or status with regard to public assistance.

All SDPBS managers will ensure that all employment practices are free of such discrimination. Such employment practices include, but are not limited to, the following: hiring, promotion, demotion, transfer, recruitment or recruitment advertising, selection, layoff, disciplinary action, termination, rates of pay or other forms of compensation, and selection for training. The Bureau of Personnel (BOP) will review all selection documentation processes to ensure compliance with state and federal guidelines.

SDPBS will disseminate this policy to all staff and will ask for cooperation in committing the necessary time and resources, both financial and human, to achieve the goals of Equal Employment Opportunity and Affirmative Action Policy. SDPBS will communicate this equal employment opportunity policy to potential applicants without regard to race, color, religion, national origin, or sex.

SDPBS fully supports incorporation of non-discrimination and Affirmative Action rules and regulations into contracts.

SDPBS will make sure that any employee of this organization, or subcontractor to this employer, who does not comply with the Equal Employment Opportunity policies and procedures as set forth in this statement and plan will be subject to disciplinary action. SDPBS and the BOP will have an on-going educational program to exclude all unlawful forms of prejudice or discrimination based upon race, color, religion, national origin, or sex from its personnel policies and practices and working conditions. Any subcontractor not complying with all applicable Equal Employment Opportunity/Affirmative Action laws, directives and regulations of the federal, state and local governing bodies or agencies thereof, will be subject to appropriate legal sanctions.

SDPBS has appointed Kim Stahl to manage the Equal Employment Opportunity program. Her responsibilities include monitoring the Equal Employment Opportunity activities and reporting the effectiveness of this Affirmative Action program, as required by federal, state and local agencies. This includes conducting a continuing review of employment practices to ensure equality of opportunity to participate fully in all organizational units, occupations and levels of responsibility. The Executive Director of SDPBS will review reports on the progress of the program. If any employee or applicant for employment believes he/she has been discriminated against, please contact Kim Stahl, 500 East Capitol Avenue, Pierre, SD 57501 or call (605) 773-6940.



Julie Andersen, Executive Director  
South Dakota Public Broadcasting

11/24/09  
Date